



2024 Report on Forced Labour and Child Labour

This Report addresses the period from January 1, 2024 to December 31, 2024 and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the “Act”). This Report is made on behalf of CMP Group Ltd.

1. Introduction

CMP Group Ltd. acknowledges our responsibility to combat forced and child labour and are committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

2. Our Business

CMP was founded in the early 1900s as a subsidiary of Cominco Ltd. in Vancouver. In 1987 the business spun-off from Cominco to focus on marine, plumbing, and forestry opportunities. CMP continued to grow in the early 2000s as several acquisitions enabled the expansion into new OEM markets. CMP’s purchase of Dock Edge + Inc. and Marineteck Products grew its product range to include dock and mooring related systems, steering systems, and other marine accessories. Currently, CMP Group Ltd. is a leader in non-ferrous branded marine and industrial products.

3. Our Supply Chains

CMP sources raw materials, components, and finished products from various domestic and international suppliers.

4. Our Policies

CMP expects each of its employees to comply with all applicable laws. CMP is also committed to promoting honesty and integrity and maintaining the highest standards of ethical conduct in all its activities. CMP’s reputation is founded on the personal integrity of its employees. CMP’s success is dependent on establishing and maintaining trusting relationships, which are built on this foundation of integrity.

As a representative of CMP, each employee occupies a position of trust in his or her interactions with other employees, government authorities and CMP’s business partners, suppliers, and other stakeholders.

CMP is committed to operating within the framework of all applicable laws, rules, regulations, and orders. To ensure CMP’s compliance with applicable laws, all employees take reasonable steps to

familiarize themselves with the legal framework affecting their corporate duties and ensure that their conduct is compliant.

Employees must promptly report all violations of applicable laws. An employee who breaches any applicable laws, or observes such a breach, must immediately report it to his or her immediate supervisor. CMP will protect from retribution or retaliation any employee who, in good faith, reports actual or perceived breaches of any applicable laws by other employees or problems with CMP's policies, procedures or practices.

5. Assessing Our Risk

No formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2024, and December 31, 2024.

6. Our Commitments

All employees are required to read and sign that they understand the Code of Conduct when they join the company.

Employee Training on the issues surrounding Forced Labour and Child Labour in the supply chain has not been established at CMP Group Ltd.

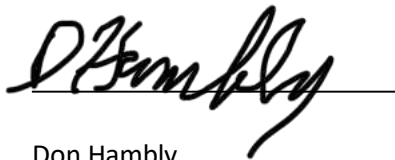
7. Our Plans for 2025

CMP plans to assess the risk of forced labour and child labour in its activities and supply chains. CMP plans to then conduct an internal assessment of the risks identified.

8. Approval & Signature/Attestation

This report was approved by CMP's Senior Management on May 30, 2025 and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report is also available on our website at www.cmpgroup.net.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in black ink, appearing to read 'D Hambly', is written over a horizontal line.

Don Hambly
CEO, CMP Group Ltd.

May 30, 2025